the still waters flow? Then how can the pastor *feed, guide* and safely keep, and lull and save men, and women, and children he knows nothing about? Jesus says, "My sheep know my voice—" "I know my sheep"—"and am known of mine." John 10:14. The good shepherd, the pastor can tell the sick sheep from the well one; he can tell the stubborn one from the obedient one; he can tell the good feeder from the one who must live on dainties, or break thru the fence or ranks and wander among wolves on forbidden pastures. He can tell a lamb from a sheep. He is *watchful* over his flock of sheep, and can tell a wolf when he sees one, and wherever he sees one or a wolf in sheep's clothing. The good shepherd loves his sheep, not for the fleece or wool he may get, but loves the sheep for their own sake. He loves them to save them and keep them. The shepherd can tell the naughty sheep from the one that is obedient; and the naughty little sheep the mean, haughty, little church member who wanders far, far away up into the mountains and is lost, the true pastor still loves, and goes out, and seeks the naughty little one, and brings it back into the fold.

The true pastor is willing to lay down his life for his members. Jesus did it; he is our example, our pattern. This is a hard saying. Who can receive it?

The pastor is a thoroughly prepared man for his work; he knows the work he is to do, and the *Holy Spirit* constantly *teaches* him *how* to do that work successfully. He never loses sight of his work, *the members*, his sheep; not for his sake, but for their sakes.

He never loses sight of the Holy Ghost who has made him overseer of the church Jesus bought with his own precious blood.

In the second place, let me call your attention to some of the duties of the pastor. I am not commissioned to speak of the duties of the members, but the duty of the pastors (I trust that some one will talk on the duties of the laymen.) The pastor ought to know every member of his flock; especially those who are farthest away from the central working place—the church building—those who live upon the outskirts, (the near ones he knows already.) His first duty is to become acquainted with the whole membership, either himself, or his assistants. Perhaps the greatest duty devolving upon him as pastor is to preach them the word of God, or in other and more appropriate words, he must *teach* them the word of God. I hold that *preaching* and *teaching*, are more than merely proclaiming. Dr. Trumble says, "Teaching is causing another to know." *Teaching is causing another to know and do.* Just as true feeding is more than giving food. True feeding is giving the proper food in such a way as to harmoniously build up the body. True preaching means to teach men and women so that they grow up unto the full stature, unto a perfect man in Christ Jesus. Successful preaching, is, in my opinion, taking more the form of *teaching*; and a man can teach only that which he possesses himself; he can not teach Algebra unless he has the knowledge of Algebra in him. He can not teach honesty, without being honest; neither can he teach faith and love successfully, without having them himself. The first and foremost duty of the pastor is to preach God's *word*. To write *his word* upon the *hearts* and *minds* of his auditors. To so mold and develop the individual, that the *word becomes flesh*,—God's word personified in his hearers. His duty is to teach God's *word at all hazards*. There are many hindrances and difficulties in the way. The minister ought to remove them. If it be the pastor's duty to teach God's word to the people, *and it certainly is*, then it is equally certain that he must know what he attempts to teach; *even God's word*.

It is your duty to understand *his* book, as it is revealed in nature and the *Bible*. We sometimes in our ignorance try to teach something as God's *word*, that is altogether foreign to *his* teaching.

There was a time when religion meant *long faced-ness, melancholy, dyspepsia, sickness and torture*. It was so that the more religious teaching one had, the worse his liver became. In many localities, sickness and religion were nearly synonymous. I have failed to find in all God's teaching, either in *nature* or the *Bible*, that the minister was to teach the people how to be sick; but always how to be well—"heal the sick," was the Master's command to the disciples of Jesus at all times. To the twelve; to the seventy; to all when he ascended. The teaching and preaching that will make men drunkards (for this is now said to be a disease) and makes men sick, is certainly not the preaching of Jesus Christ. Your duty, my brother pastor, is to preach *godliness*, "*for godliness* is *profitable* unto *all* things, having the promise of the life that now is, and of that which is to come."

It is also your duty to preach the gospel in such a way as to make men and women who hear your teaching to become more honest each day, until they shall become complete in honesty. In fact your preaching ought to be such that it will take the raw material—*man*—and reconstruct him, transform him, regenerate him, sanctify and purify and perfect him in all his parts, and present him perfect unto the Master fit for his use. The pastor must therefore give himself to his work; as Paul advised Timothy, "Give thyself wholly to them." I Tim. 4:15.

It is one of his duties to give himself to the care of his flock and give his whole time. I do not mean to say that he shall have no recreation, no rest, no absence, for if he be a wise pastor, and the church be wise, the pastor will take recreation and rest. I refer to the pastors who spend more time, or even as much time on outside work, than in their own church work, your work is not the lecture field; not the farm; not the *store*; not the shop; not the engine; care for the flock is your work; however do not fail to take good care of yourself; you and the church will need your strength and good health.

There is so much work to be done of a serious nature that the pastor will need good assistants; especially when his flock consists of 50, 100 or 150 members. Your success will depend very largely upon the corps of teachers you have as helpers. The superintendent of a school will not attempt to teach the 100 or 300 pupils under his charge, but selects available helpers and assistants, all under his directions and supervision. So ought the successful pastor.

His duty is to have the church give him a set of deacons who will assist him and the Sunday school superintendent and the teachers are his assistants, as is also the K. C. and the whole official board are his subordinates. It is his duty and privilege to have these helpers and to have them to *be* helpers, and not his enemies, for the official board outside of the pastor can do about as much harm as the pastor can do good. The pastor's duties toward the good and faithful sheep are very difficult. He can easily feed, guide, protect, comfort and soothe them. *But*, how about the *big and little naughty sheep?* Right here is where many pastors fail; for the stubborn sheep will sometimes make a dozen or more others disobedient and naughty. One of the pastor's duties is to keep his flock together, and working and praying for the one and the same end. What is his duty toward the sheep that is going astray, those who are becoming weak, those who are sickly? They stay away from the regular church service. They absent themselves from the prayer meeting. They find fault with the feed they get—the teaching as it comes from the pulpit. They murmur against the manner in which the church does business matters. In fact these become murmurers and fault finders, and go away from the flock and threaten to quit the work, or go over with some other set of sheep or, perchance, goats. In spite of all you can do there will be some such; and yet you will find some traitors—wolves. Jesus found one among the twelve. We cannot reasonably expect any better results than our Master. But what is your duty in this case? Go after him and convince him that the treatment you gave him, and are now going to give him, you gave him because you *loved him*; that you loved him tenderly, and that you are going after him for his good and safety. Be very familiar with him, be very honest and wise in his presence, win him back to the truth. Be very meek and humble to him, yet be firm in the truth, for thus was the Master.

Let the Holy Ghost direct and teach you *how* and *what* to do. Lose sight of self and see the power and usefulness of God's presence and catch glimpses of the rescued one. Do not be afraid to do your *whole duty* and even a little more than that which *seems* to be your whole duty. And when